FBI > Directors Office > Office of Professional Responsibility
Quarterly E-Mails: #1 - April 2006
Assault/Battery: Unprofessional Conduct: Driving Under Influence:
PENALTY: 37-day suspension. (Offense Codes/Penalty Guidelines 4.1, 5.21, 4.4)
Damage, Destruction, or Improper Disposal of Government Property:
PENALTY: 5-day suspension. (Offense Code/Penalty Guideline 3.1)
Lack of Candor - Under Oath:
PENALTY: Dismissal. (Offense Code/Penalty Guideline 2.6)
Loss of Government Property or Documents of a Sensitive/Valuable Nature
PENALTY: 5-day suspension. (Offense Code/Penalty Guideline 3.3)
Misuse of Government Credit Card - Personal Use:
PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 3.8)
Misuse of Government Credit Card - Personal Use:
PENALTY: 3-day suspension. (Offense Code/Penalty Guideline 3.8)
Misuse of Government Vehicle:
PENALTY: 50-day suspension. (Offense Codes/Penalty Guidelines 3.9 and 3.10)
Misuse of Position - Abuse of Authority:
PENALTY: 5-day suspension. (Offense Code/Penalty Guideline 2.7)
Misuse of Position - Exploiting FBI Employment:

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PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 2.8)	
Other Felonies:	The state of
PENALTY: Summary dismissal. (Offense Code/Penalty Guideline 4.7)	
Sexual Misconduct - Nonconsensual:	
	- 5
PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.20)	4
Time and Attendance Fraud:	31
PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 2.2)	
Time and Attendance Fraud:	_
PENALTY: 60-day suspension. (Offense Code/Penalty Guideline 2.2)	_
Unprofessional Conduct - Off Duty:	¬
onprofessional conduct on sury	
PENALTY: Oral reprimand. (Offense Code/Penalty Guideline 5.21)	.b6 .b70
For questions or comments, contact (DO)(FSI) 1851 modified on 9-19-2866-3.08	1) 1 1 E/Ar

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FBI > Directors Office > Office of Professional Responsibility
Quarterly E-Mails: #2 - July 2006
DUI - Government Vehicle:
PENALTY: 45-day suspension. (Offense Code/Penalty Guideline 4.3)
DUI - Privately Owned Vehicle:
Towards and the Color of the Co
PENALTY: 30-day suspension. (Offense Code/Penalty Guideline 4.4)
False Information on Security Documents and Failure to Report Marriage:
PENALTY: 10-day suspension. (Offense Codes/Penalty Guidelines 2.1, 5.7)
False or Misleading Information on Employment Documents:
PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 2.1)
Improper Personal Relationship with an Asset:
PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 1.4)
Investigative Deficiency:
PENALTY: 45-day suspension. (Offense Codes/Penalty Guidelines 1.8, 2.3)
Lack of Candor: Tax Violations: Failure to Report Police Contact; Unauthorized Computer
Access:
PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.5, 2.6, 3.5, 5.7, 5.8)
Misuse of Government Property:
PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 3.11)
Misuse of Government Property:
Prisuse of dovernment Property:
PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 3.6)

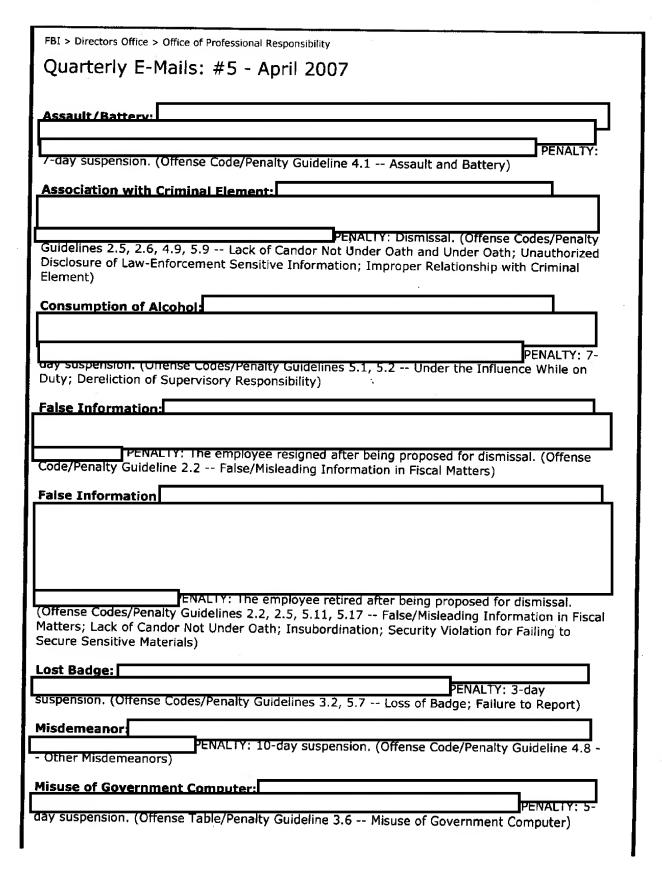
FBI > Directors Office > Office of Professional Responsibility
Quarterly E-Mails: #3 - October 2006
Assault/Battery:
PENALTY: 5-day suspension. (Offense
Code/Penalty Guideline 4.1)
False or Misleading Information:
PENALTY: 5-day suspension. (Offense Codes/Penaity Guidelines 2.1, 2.8)
False or Misleading Information:
PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.2, 3.7, 3.10, 3.9)
False or Misleading Information and Lack of Candor Not Under Oath:
PENALTY: 20-day suspension. (Offense Codes/Penalty Guidelines 2.2, 2.5)
Fraud/Theft:
PENALTY: Dismissal. (Offense
Code/Penalty Guideline 4.5)
Investigative Deficiency:
PENALTY: 5-day suspension. (Offense Code/Penalty Guideline 1.8)
Investigative Deficiency:
PENALTY: Letter of censure. (Offense Code/Penalty Guideline 1.8)
Lack of Candor Under Oath:
PENALTY: Proposed for dismissal. Employee resigned under inquiry. (Offense Codes/Penalty
Guidelines 2.6, 3.6, 5.17)
Misuse of Position:

	(Offense Codes/Penalty Guidelines 2.7, 5.21)
Misuse of Position and D	UI:
	Coffense Codes/Penalty Guidelines 2.8, 5.8, 5.21)
Misuse of Position and D	
1	PENALTY: 40-day suspension. (Offense Codes/Penalty
Guidelines 4.4, 2.8, 5.21)	
Misuse of Weapon:	PENALTY:
3-day suspension. (Offense	Code 5.13)
Sexual Misconduct, Misc	use of Computer:
	TENALIY: 15-day
(Offense Code	s/Penalty Guidelines 5.20, 3.6, 5.4)
Unprofessional Conduc	t:
	PENALTY: 10-day suspension. (Offense
Code/Penalty Guideline 5.	For questions or comments, contact O)(FBI) Last modified on 9/19/2008 15.7 C 3M
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FBI > Directors Office > Office of Professional Responsibility
Quarterly E-Mails: #4 - January 2007
Assault/Battery:
PENALTY: 10-day suspension.
(Offense Code/Penalty Guideline 4.1 Assault/Battery)
Drug Use:
PENALTY: Summary Dismissal. (Offense Code/Penalty Guideline
4.2 Use/Possession of Drugs)
False Information:
PENALTY: 45-day suspension. (Offense Code/Penalty Guideline 2.1 False/Misleading Information in Employment/Security
Documents)
False Information:
PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.2, 2.6, 3.6, 4.5 False/Misleading Information re: Fiscal Matters, Lack of Candor Under Oath, Misuse of Gvt Computers, Fraud/Theft)
False Information:
PENALTY: The employee resigned under inquiry. (Offense
Codes/Penalty Guidelines 2.2, 2.6 False/Misleading Information re: Fiscal Matters, Lack of Candor Under Oath)
Investigative Deficiency and Insubordination:
PENALTY: 60-day suspension. (Offense Codes/Penalty Guidelines 1.6, 1.7, 5.11 — Investigative Deficiency re: Handling of
Documents, Investigative Deficiency Related to Judicial Proceedings, Insubordination)
Lack of Candor, AWOL, Bad Debts:
PENALTY: Dismissal. (Offense Codes/Penalty
Guidelines 2.5, 2.6, 5.23 — Lack of Candor Not Under Oath, Lack of Candor Under Oath, Violation of Miscellaneous Rules/Regs)
Lack of Candor Not Under Oath, Unprofessional Conduct, Misuse of Position, Failure to Report:
DENALTY: Kn day suspension (Offense Codes 2) E. E. 33 E. 33 Leak of Codes Not Hades Onto
PENALTY: 50-day suspension. (Offense Codes 2.5, 5.21, 5.23 Lack of Candor Not Under Oath,

Un	Professional Conduct Off Duby Violation of Av.
	professional Conduct Off Duty, Violation of Miscellaneous Rules/Regs)
	ck of Candor Not Under Oath, Security Violation:
1	
li li	
Not	PENALTY: 60-day suspension. (Offense Codes/Penalty Guidelines 2.5, 5.17 Lack or candor Under Oath, Security Violation)
i i	•
	k of Candor Not Under Oath, Misuse of FBI Databases, Unauthorized Disclosures:
II	
1	1
Oath	PENALTY: Dismissal. (Offense Codes 2.5, 3.5, 4.10 Lack of Candor Not Under
Juli	
	Conder Linder Oath:
propo	penalty: The employee retired after being
Unpr	penalty: The employee retired after being of the property of t
	of Candor Under Oath, Disruptive Behavior:
/	
Codes	PENALTY: Dismissal. (Orrense Penalty Guidelines 2.6, 5.4 Lack of Candor Under Oath, Disruptive Behavior)
	se of Position:
2.7	Misuse of Position) PENALTY: 14-day suspension (Offense Code/Penalty Guideline
Misus	e of Government Computers
•	
Code/F	Penalty Guideline 3.6 Misuse of Government Computer)
Obstru	uction of Administrative Inquiry:
	1 3
Codes/F	Penalty Guidelines 2.6, 2.11, 5.2 Lack of Candor Under Oath, Obstruction of OPR Matter, Dereliction
viner i	Misdemeanors:

Sexual Misconduct			Other Misdemear		- I
					1. 1.
PENALTY: 10-day sus	pension. (Offense Code	e/Penalty Guideline 5.2	20 Sexual Miscond	uct)	_
Unorofessional Cor	duct Off Duty				¬
suspension. (Offense	Code/Penalty Guideline	5.21 - Unnerfacion	PEN	ALTY: 10-day	J
Violation of Ethical	Guidelines, T&A Frau	ud:	Conduct Off Duty)		
					/
resigned after being p	Oposed for dismissal (O#	PENALTY:	The employ	/
Ethical Guidelines, Fals	oposed for dismissal. (e/Misleading Information	on re: Fiscal Matters)	/ Guidelines 2.12, 2.	2 Violation of	
	<u></u>			bo	



PENALTY: 5-day	
Employment)	
Inauthorized Disclosures	
PENALIT: 10-day suspension. (Offense Code/Penalty Guideline 4.9 Unauthorized Disclosure of Law-Enforcement Sensitive Information)	
Inprofessional Conduct; Lack of Candor:	! k
PENALTY: Dismissal (Offense Outy) Outy)	
odes/Penalty Guidelines 2.6, 5.21 Lack of Candor Under Oath: Unprofessional Conduct Off	
Outy)	
Outy)	
Inprofessional Conduct; Sexual Misconduct: PENALLY: 36-day suspension (Offense	
Outy)	
Inprofessional Conduct; Sexual Misconduct: PENALTY: 36-day suspension. (Offense ereliction of Supervisory Responsibility: Improper Relationship w/ Subordinate:	. 106 1570

FBI > Directors Office > Office of Professional Responsibility
Quarterly E-Mails: #6 - July 2007
Association with Criminal Element; Misuse of FBI Databases:
PENALTY: 15-day suspension. (Offense Codes/Penalty Guidelines 3.5, 5.9 Misuse of FBI Databases; Improper Relationship with Criminal
Element)
Damage to Government Property; Commission of Security Violations:
PENALTY: 30-day suspension. (Offense Codes/Penalty Guidelines 3.1, 5.17 — Damage of Government Property; Security Violation)
Failure to Cooperate; Disruptive Behavior; Insubordination; AWOL:
Tanara to cooperately biorapare bonariory anoaboramation, Arroti
PENALTY: The employee retired after being proposed for
dismissal. (Offense Codes/Penalty Guidelines 2.10, 5.4, 5.11, 5.23 Failure to Cooperate in OPR Matter;
Disruptive Behavior; Insubordination; Violation of Miscellaneous Rules and Regulations)
Failure to Pay Taxes; Lack of Candor Under Oath:
PENALTY: The employee retired after being proposed for dismissal. (Offense Codes/Penalty Guidelines 2.6, 5.5 Lack of Candor Under Oath; Failure to Honor Just Debts)
Failure to Report Spouse's Arrest; Misuse of Government Credit Card; Failure to Properly Destroy Evidence:
DENIALTY, 2 day over ensign (Office of Codes (Density Cyclidelines 1.5, 2.9, E.7.
PENALTY: 3-day suspension. (Offense Codes/Penalty Guidelines 1.6, 3.8, 5.7 Improper Handling of Documents; Misuse of Government Credit Card; Failure to Report)
Falsification of Official Documents:
PENALTY: Dismissal. (Offense
Code/Penalty Guideline 2.4 False Information in Official Documents)
Falsification of Official Documents; Lack of Candor:
PENALTY: The employee retired after being proposed for
dismissal. (Offense Codes/Penalty Guidelines 2.3, 2.5 False Information in Investigative Documents; Lack of Candor Not Under Oath)
Improper Personal Relationship with Source; Unauthorized Disclosure of Law Enforcement
Sensitive Information:

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	PENALTY: 19-day suspension. (Offense
	Guidelines 1.4, 4.9 Improper Personal Relationship with Source; Unauthorized Disclosure content Sensitive Information)
indecent Ac	ts; Misuse of Government Computer:
DENALTY: 22.	day suspension. (Offense Codes/Penalty Guidelines 3.6, 4.5 Misuse of Government
Computer; Inc	
Misdemeand	or; Misuse of Government Vehicle: IPENALTY: 60-
day suspensio Misdemeanors	n. (Offense Codes/Penalty Guidelines 3.10, 4.8 Misuse of Government Venicle; Other
Misuse of Go	overnment Credit Card; Falsification of Travel Vouchers
	PENALTY: Dismissal. (Offense Codes/Penalty Guidelines
	- False Information on Fiscal-Related Documents; Misuse of Government Credit Card to
Purchase Gaso	oline; Misuse of Government Credit Card for Other Personal Purchases)
Misuse of Go	overnment Databases:
	PENALTY: 7-day suspension. (Orrense Code/Penaity Guidelin
3.5 Misuse	
Misuse of W	eapon Safety Violation:
	NALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.13 Misuse of Weapon/Safety
Theft: Misus	e of Position: Insubordination: Lack of Candor
	PENALTY: The
employee retii 5 11 Lack o	red after being proposed for dismissal. (Offense Codes/Penalty Guidelines 2.5, 2.6, 2.8, 4.5, f Candor Not Under Oath; Lack of Candor Under Oath; Misuse of Position; Theft;
insubordinatio	
Innrofessio	nal Off-Duty Conduct; Disruptive Behavior; Insubordination; Lack of Candor:
JIIDI OICSSIO	iai on Bucy conduct, bisrapare behavior, insubstantation, each of sames,
	PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.6, 5.4, 5.11, 5.21
	attender Oath, Disconting Behavior, Incohendingting, Hannetonsianal Off Durby Conduct
Lack of Cando	or Under Oath; Disruptive Behavior; Insubordination; Unprofessional Off-Duty Conduct)
	r Under Oath; Disruptive Behavior; Insubordination; Unprofessional Off-Duty Conduct) nal Off-Duty Conduct; Misuse of Position:

Conduct)	*	
Unprofessional On-Duty Conduct: PENALTY: 30-day suspension. (Offense Code/Penalty Guid	eline 5 22 Unnrofessional On-Duty	b6 b7(
Conduct)		
For questions or comments, contact		b6 b7C

FB1 > Directors Office > Office of Professional Responsibility
Quarterly E-Mails: #7 - October 2007
1) Disruptive Behavior:
PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.4
Disruptive Behavior)
2) Domestic Abuse: PENALTY: 45-day suspension. (Offense Code/Penalty Guideline 4.1 Assault/Battery)
ady suspension. (Offense Code) Ferialty Guideline 4.1 Assauly Battery)
3) Drug Use:
PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.1, 4.2 False Information on Security Document; Drugs Use)
4) DUI
PENALTY: The employee retired after being proposed for a 60-day suspension. (Offense Code/Penalty Guideline 4.4 DUI in Privately Owned Vehicle)
proposed for a ob-day suspension. (Offense code/renary Guidenne 4.4 DOI in Privately Owned Venicle)
5) Failure to Report; Engaging in Misdemeanor:
Uhhlal IV: L day suspension //Warea
PENALTY: 5-day suspension. (Offense Codes/Penalty Guidelines 4.8, 5.8 Other Misdemeanors; Failure to Report)
6) Improper Relationship w/ Source; Violation of Operational Guidelines:
SENALTY, 24 days are in 10th and
PENALTY: 21-day suspension. (Offense Codes/Penalty Guidelines 1.2, 1.4, 1.5 Improper Financial Relationship w/ Source; Improper Personal
Relationship w/ Source; Violation of Operational Guidelines)
7) Tennency Belationship out Cuberdinate
7) Improper Relationship w/ Subordinate
PENALTY: 7-day suspension. (Offense Code/Penalty
Guideline 5.10 Improper Relationship w/ Subordinate)
8) Investigative Deficiency:
DENIAL TV. 2. decreases (Office Code Denalty Cuidaline 1.C. Annualinative
PENALTY: 3-day suspension. (Offense Code/Penalty Guideline 1.6 Investigative Deficiency)
9) Investigative Deficiency; Unprofessional Conduct
PENALTY: 5-day suspension. (Offense Codes/Penalty Guidelines 1.8, 5.6, 5.22 Investigative Dericiency; Failure to Perform Prescribed Duties; Unprofessional Conduct)
Thresagative Denoted by Fandre to Ferform Frescribed Daties, Onprofessional Conducty
10) Lack of Candor:

Offense Codes/Penalty Guidelines 2.6, 5.23 Lack of Candor Under Oath; Violation of Miscellaneous Rule 11) Lack of Candor: T&A Fraud- PENALTY: The employee resigned after being proposed for dismiss (Offense Codes/Penalty Guidelines 2.2, 2.5: False Information re Fiscal Matters; Lack of Candor) 12) Misuse of FBI Databases: PENALTY: 10-d suspension. (Offense Code/Penalty Guideline 3.5 Misuse of FBI Databases) 13) Misuse of Government Computer:
(Offense Codes/Penalty Guidelines 2.2, 2.5: False Information re Fiscal Matters; Lack of Candor) 12) Misuse of FBI Databases: PENALTY: 10-d suspension. (Offense Code/Penalty Guideline 3.5 Misuse of FBI Databases) 13) Misuse of Government Computer:
(Offense Codes/Penalty Guidelines 2.2, 2.5: False Information re Fiscal Matters; Lack of Candor) 12) Misuse of FBI Databases: PENALTY: 10-d suspension. (Offense Code/Penalty Guideline 3.5 Misuse of FBI Databases) 13) Misuse of Government Computer:
PENALTY: 10-d suspension. (Offense Code/Penalty Guideline 3.5 Misuse of FBI Databases) 13) Misuse of Government Computer:
suspension. (Offense Code/Penalty Guideline 3.5 Misuse of FBI Databases) , 13) Misuse of Government Computer:
13) Misuse of Government Computer:
ENALTY: 5-day suspension. (Offense Codes/Penalty Guidelines 3.6, 5.18 Misuse of Government Computer; Security Violation)
14) Misuse of Government Credit Card
PENALTY: 7-day suspension. (Offense Code/Penalty Guidelin
3.8 Misuse of Government Credit Card)
15) Misuse of Government Property:
PENALTY: 3-day suspension. (Offense Code/Penalty Guideline 3.11 Misuse of Government Property)
16) Misuse of Government Vehicle: T&A Fraud:
PENALTY: 35-day suspension. (Offense Codes/Penalty Guidelines 2.2, 3.10 False Information re Fiscal Matters; Misuse of Government Vehicle)
17) T&A Fraud:
PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 2.2 False Information re Fiscal Matters)
L8) Theft:
PENALTY: Dismissal. (Offense Lodes/Penalty Guidelines 2.5, 4.5 Lack of Candor Not Under Oath; Theft)
Dent Penalty Guideline 4.5 Theft)
20) Unauthorized Disclosure:
PENALTY: 3-day suspension. (Offense Code/Penalty Guidelin
21) Unprofessional Behavior:
PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 5.22 Unprofessional

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22) Voucher Fraud:	bd
PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.2 False Information re Fiscal Matters)	 b7
For questions or comments, contact DO)(FBI) Last modified on 9/19/2008 3:14	ic

FBI > Directors Office > Office of Professional Responsibility
Quarterly E-Mails: #8 - January 2008
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1) Abuse of Position; Lack of Candor Under Oath:
ENALTY: Employee resigned arter being proposed for dismissal. (Offense Codes/Penalty Guidelines 2.2, 2.6, 2.8, 3.9, 4.9, 5.17, 5.21
False Information re Fiscal Matters; Lack of Candor Under Oath; Misuse of Position: Misuse of Government
Vehicle; Unauthorized Disclosure of Classified Information; Security Violation; Unprofessional Conduct)
2) Disruptive Behavior; Insubordination:
PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.2, 5.11, 5.4
False Information re Fiscal Matters; Insubordination; Disruptive Behavior)
3) Disruptive Behavior; Insubordination
PENALITY 37-day suspension. (Offense Codes/Penalty Guidelines: 5.4, 5.11
Disruptive Behavior; Insubordination)
4) DUI:
PENALTY: 60-day suspension. (Offense Codes/Penalty Guidelines 4.1, 4.4 Assault/Battery; DUI in
Privately Owned Vehicle)
5) DUI; Misuse of Position:
PENALTY; 50-day suspension.
(Offense Codes/Penalty Guidelines 2.8, 4.4 Misuse of Position; DUI in Privately Owned Vehicle)
6) Failure to Cooperate; Unauthorized Disclosure:
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PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.10,
3.5, 4.9 Failure to Cooperate in OPR Investigation; Misuse of FBI Databases; Unauthorized Disclosure of Classified Information)
7) Felonious Behavior:

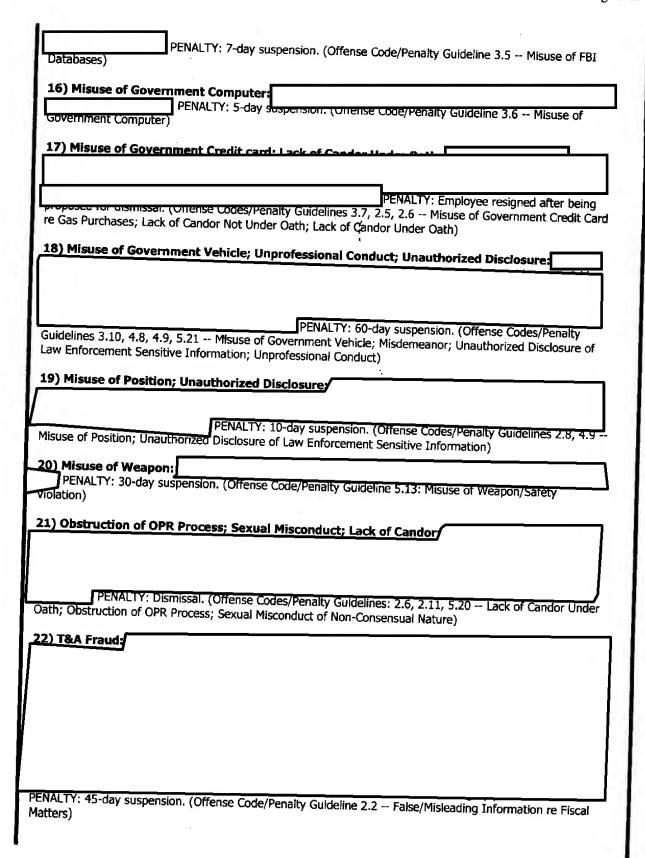
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	PENALTY:
Felonious Behavior:	
PFNALTIES: 3-day ellen	ensions. (Offense Code/Penalty
uideline 4.7 Other Felonies)	chalons. (Offense code/Fenalty
) Felonious Behavior:	
eing proposed for dismissal. (Offense Codes/Penalty Guidelines 4.7, 5.	PENALTY: Employee retired a 5 Other Felonies: Failure to Ho
ust Debts)	outer relottes, runare with
0) Improper Personal Relationship with Source: Misuse of Go	vernment Vehicle
The second secon	rannian Cuanda
A	
PENALTY: 25-day suspension. (Offense Codes/Penalty Guidelines 1.4, 1 Relationship with Source; Violation of Operational Guidelines Governing	.5, 3.9 — Improper Personal
/ehicle)	Sources; Misuse or Government
l 1) Insubordination:	
(1) Insubordination:	
Orrense Code/Penalty Guideline 5.11 Insubordination)	PENALTY: Dismissal.
Offense Code/Penalty Guideline 5.11 Instrumentation)	
Trouborgingtony	
	roceedinas
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	roceedings
	roceedings
L2) Investigative Deficiency Misconduct Related to Judicial P	PENALTY: 10-day suspension
2) Investigative Deficiency Misconduct Related to Judicial P	PENALTY: 10-day suspension
Diffense Code/Penalty Guideline 1.7 Investigative Deficiency/Miscondi	PENALTY: 10-day suspension
L2) Investigative Deficiency Misconduct Related to Judicial P Offense Code/Penalty Guideline 1.7 Investigative Deficiency/Misconduct Related to Judicial P	PENALTY: 10-day suspension
Differse Code/Penalty Guideline 1.7 Investigative Deficiency/Miscondi 1.3) Lack of Candor: False Information in Official Document: PENALTY: Dismissal. (Offense)	PENALTY: 10-day suspension. uct Related to Judicial Proceeding. se Codes/Penalty Guidelines 2.1.
Difference Code/Penalty Guideline 1.7 Investigative Deficiency/Miscondi	PENALTY: 10-day suspension. uct Related to Judicial Proceeding. se Codes/Penalty Guidelines 2.1.
Diffense Code/Penalty Guideline 1.7 Investigative Deficiency/Miscondical Document: PENALTY: Dismissal. (Offen: Misleading Information in Official Document: Dismissal.)	PENALTY: 10-day suspension. uct Related to Judicial Proceeding se Codes/Penalty Guidelines 2.1, 2
Offense Code/Penalty Guideline 1.7 Investigative Deficiency/Miscondi 1.3) Lack of Candor: False Information in Official Document: PENALTY: Dismissal. (Offense Misleading Information in Official Documents; Lack of Candor Under Official Documents	PENALTY: 10-day suspension. uct Related to Judicial Proceeding se Codes/Penalty Guidelines 2.1, 2
Offense Code/Penalty Guideline 1.7 Investigative Deficiency/Miscondi 1.3) Lack of Candor: False Information in Official Document: PENALTY: Dismissal. (Offense Misleading Information in Official Documents; Lack of Candor Under Official Documents	PENALTY: 10-day suspension. uct Related to Judicial Proceeding se Codes/Penalty Guidelines 2.1, 2
Offense Code/Penalty Guideline 1.7 Investigative Deficiency/Misconde 1.3) Lack of Candor; False Information in Official Document: PENALTY: Dismissal. (Offense Misleading Information in Official Documents; Lack of Candor Under Co.4) Misdemeanant Behavior; False Information on Official Documents	PENALTY: 10-day suspension. uct Related to Judicial Proceeding. se Codes/Penalty Guidelines 2.1, 2 ath) ments:
Offense Code/Penalty Guideline 1.7 Investigative Deficiency/Misconde 3) Lack of Candor: False Information in Official Document: PENALTY: Dismissal. (Offense Misleading Information in Official Documents; Lack of Candor Under Code Misleading Information in Official Documents; Lack of Candor Under Code Misleading Information in Official Documents; Lack of Candor Under Code Misleading Information in Official Documents; Lack of Candor Under Code Misleading Information in Official Documents; Lack of Candor Under Code Misleading Information in Official Documents; Lack of Candor Under Code Misleading Information in Official Documents; Lack of Candor Under Code Misleading Information in Official Documents	PENALTY: 10-day suspension. uct Related to Judicial Proceeding. se Codes/Penalty Guidelines 2.1, 2 ath) ments:

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23) Transit Subsidies	
PENALTY: 10-day suspensio Code/Penalty Guideline 2.2 False/Misleading Information re Fiscal Matters)	n. (Offense
24) Transit Subsidies:	
PENALTY: 13-day suspension. (Offense Codes/Penalty Guidelia 3.11 — False/Misleading Information re Fiscal Matters; Misuse of Government Property)	nes: 2.2,
25\ Unprofessional Conduct:	_
PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.21 Unprofessional C	Conduct)
26) Violation of Miscellaneous Rules/Regulations:	
PENALTY: 7-day suspension. (O'Code/Penalty Guideline 5.23 Violation of Miscellaneous Rules/Regulations)	rrense
27) Violation of Operational Guidelines Governing Sources:	
PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 1.5 Violation of Oper Guidelines Governing Sources)	
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Quarterly E-Mails: #9 - April 2008 1) Domestic Violence: suspension. (Offense Code/Penalty Guideline 4.1 Assault/Battery) 2) DUI; Misuse of Position: Codes/Penalty Guidelines 4.4, 2.8 DUI in Privately-Owned Vehicle; Misuse of Position) 3) Engaging in Conduct that Constitutes Felony: PENALTY: Summary Dismissal. (Offense Code/Penalty Guideline 4.7 Other PENALTY: 60-day suspension. (Offense Code/Penalty Guideline 4.7 Other Felonies) 5) Failure to Perform Prescribed Duties: 14-day suspension. (Offense Code/Penalty Guideline 5.6 Failure to Perform Prescribed Duties) Dismissal. (Offense Code/Penalty Guideline 4.2 Drug Use) PENALTY: Dismissal. (Offense Code/Penalty Guidelines 1.4, 2.6, 3.10 Penalty: J-day suspension. (Offense Code/Penalty Guidelines 1.4, 2.6, 3.10 Penalty: J-day suspension. (Offense Code/Penalty Guideline 1.6 Penalty: Letter of Censure. (Offense Code/Penalty Guideline 1.6 Penalty: Letter of Cens	FBI > Directors Office > Office of Professional Responsibility	
Suspension. (Offense Code/Penalty Guideline 4.1 — Assauft/Battery) 2) DUI; Misuse of Position: PENALTY: 35-day Suspension. Tomorise Codes/Penalty Guidelines 4.4, 2.8 — DUI in Privately-Owned Vehicle; Misuse of Position) 3) Engaging in Conduct that Constitutes Felony: PENALTY: Summary Dismissal. (Offense Code/Penalty Guideline 4.7 — Other Felonies) 4) Engaging in Conduct that Constitutes Felony: FENALTY: 60-day suspension. (Offense Code/Penalty Guideline 4.7 — Other Felonies) FENALTY: 60-day suspension. (Offense Code/Penalty Guideline 4.7 — Other Felonies) PENALTY: Dismissal. (Offense Code/Penalty Guideline 5.6 — Failure to Perform Prescribed Duties) PENALTY: Dismissal. (Offense Code/Penalty Guideline 4.2 — Drug Use) PENALTY: Dismissal. (Offense Code/Penalty Guidelines 1.4, 2.6, 3.10 — PENALTY: Dismissal. (Offense Code/Penalty Guidelines 1.4, 2.6, 3.10 — PENALTY: Dismissal. (Offense Code/Penalty Guidelines 1.4, 2.6, 3.10 — PENALTY: Dismissal. (Offense Code/Penalty Guidelines 1.4, 2.6, 3.10 — PENALTY: Dismissal. (Offense Code/Penalty Guidelines 1.4, 2.6, 3.10 — PENALTY: Jismissal. (Offense Code/Penalty Guidelines 1.6 — PENALTY: Ji		
suspension. (Offense Code/Penalty Guideline 4.1 Assault/Battery) 2) DUI; Misuse of Position: PENALTY: 35-day suspension. (Offense Codes/Penalty Guideline 4.2 Unier Peronies) 3) Engaging in Conduct that Constitutes Felony: PENALTY: Summary Dismissal. (Offense Code/Penalty Guideline 4.7 Unier Peronies) 4) Engaging in Conduct that Constitutes Felony: PENALTY: 60-day suspension. (Offense Code/Penalty Guideline 4.7 Other Penalty: PENALTY: 60-day suspension. (Offense Code/Penalty Guideline 4.7 Other Penalty: PENALTY: 60-day suspension. (Offense Code/Penalty Guideline 5.6 Failure to Perform Prescribed Duties) PENALTY: Dismissal. (Offense Code/Penalty Guideline 5.6 Failure to Perform Prescribed Duties) PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 1.4, 2.6, 3.10 PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 1.6 PENALTY: Dismissal. (Offense Codes/Penalty	,	
2) DUI; Misuse of Position: PENALTY: 35-day suspension: (Oriense Codes/Penalty Guidelines 4.4, 2.8 DUI in Privately-Owned Vehicle; Misuse of Position) 3) Engaging in Conduct that Constitutes Felony: PENALTY: Summary Dismissal. (Offense Code/Penalty Guideline 4.7 Other reconies) 4) Engaging in Conduct that Constitutes Felony: PENALTY: 60-day suspension. (Offense Code/Penalty Guideline 4.7 Other Felonies) 5) Failure to Perform Prescribed Duties: PENALTY: 60-day suspension. (Offense Code/Penalty Guideline 5.6 Failure to Perform Prescribed Duties) PENALTY: Dismissal. (Offense Code/Penalty Guideline 5.6 Failure to Perform Prescribed Duties) PENALTY: Dismissal. (Offense Code/Penalty Guidelines 1.4, 2.6, 3.10 PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 1.6 PENALTY: Dismissal.	1) Domestic Violence:	
2) DUI; Misuse of Position: PENALTY: 35-day suspension: Concess Codes/Penalty Guidelines 4.4, 2.8 DUI in Privately-Owned Vehicle; Misuse of Position) 3) Engaging in Conduct that Constitutes Felony: PENALTY: Summary Dismissal. (Offense Code/Penalty Guideline 4.7 Other PENALTY: 60-day suspension. (Offense Code/Penalty Guideline 4.7 Other PENALTY: 60-day suspension. (Offense Code/Penalty Guideline 4.7 Other PENALTY: 61-day suspension. (Offense Code/Penalty Guideline 4.7 Other PENALTY: 55 Failure to Perform Prescribed Duties: PENALTY: Dismissal. (Offense Code/Penalty Guideline 5.6 Failure to Perform Prescribed Duties) PENALTY: Dismissal. (Offense Code/Penalty Guidelines 1.4, 2.6, 3.10 Penalty: Dismissal. (Offense Code/Penalty Guidelines 1.6 Penalty: Joseph Store Code/Penalty Guidelines 1.6 Penalty: J	suspension. (Offense Code/Penalty Guideline 4.1 Account/Parts	
PENALTY: 33-day suspension. Common Conduct that Constitutes Felony: PENALTY: Summary Dismissal. (Offense Code/Penalty Guideline 4.7 Other Penalty: PENALTY: 60-day suspension. (Offense Code/Penalty Guideline 4.7 Other Penalty: PENALTY: 60-day suspension. (Offense Code/Penalty Guideline 4.7 Other Penalty: PENALTY: 60-day suspension. (Offense Code/Penalty Guideline 4.7 Other Penalty: PENALTY: 60-day suspension. (Offense Code/Penalty Guideline 4.7 Other Penalty: PENALTY: 60-day suspension. (Offense Code/Penalty Guideline 4.7 Other Penalty: PENALTY: Dismissal. (Offense Code/Penalty Guideline 4.7 Other Penalty: PENALTY: Dismissal. (Offense Code/Penalty Guideline 4.7 Other Penalty: PENALTY: Dismissal. (Offense Code/Penalty Guideline 5.6 Failure to Perform Prescribed Duties) PENALTY: Dismissal. (Offense Code/Penalty Guidelines 1.4, 2.6, 3.10 Penalty: PENALTY: Dismissal. (Offense Code/Penalty Guidelines 1.4, 2.6, 3.10 Penalty: PENALTY: /-day suspension. (Offense Code/Penalty Guideline 1.6 Penalty: PENALTY: /-day suspension. (Offense Code/Penalty: PENALTY: /-day suspension. (Offense Code/Penalty: PENALTY: /-day suspension. (Offense Code/Penalty:	· ·	
3) Engaging in Conduct that Constitutes Felony: PENALTY: Summary Dismissal. (Offense Code/Penalty Guideline 4.7 Other PENALTY: 60-day suspension. (Offense Code/Penalty Guideline 5.6 Failure to Perform Prescribed Duties) 5) Failure to Perform Prescribed Duties: PENALTY: Dismissal. (Offense Code/Penalty Guideline 4.2 Drug Use) PENALTY: Dismissal. (Offense Code/Penalty Guideline 5.4, 2.6, 3.10 Penalty: Dismissal. (Offense Code/Penalty Guidelines 1.4, 2.6, 3.10 Penalty: Dismissal. (Offense Code/Penalty Guideline 1.6 Penalty: Penalty		
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PENALTY: 60-day suspension. (Offense Code/Penalty Guideline 4.7 Other Fetonies) 5) Failure to Perform Prescribed Duties: 14-day suspension. (Offense Code/Penalty Guideline 5.6 Failure to Perform Prescribed Duties) 6) Illegal Drug Use: Dismissal. (Offense Code/Penalty Guideline 4.2 Drug Use) 7) Improper Personal Relationship with Source: Misuse of Bureau Vehicle: Lack of Candors PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 1.4, 2.6, 3.10 Improper Personal Relationship with Source; Lack of Candor Under Oath; Misuse of Government Vehicle/Title 1) Investigative Deficiency - Improper Handling of Gvt Property: PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 1.6 The proper Handling of Gvt Property: PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 1.6 The property of the Government) 1) Investigative Deficiency - Improper Handling of Gvt Property:	PENALTY: Summary Dismissal. (Offense Loge/Penalty Laurente de	
PENALTY: 60-day suspension. (Offense Code/Penalty Guideline 4.7 Other 14-day suspension. (Offense Code/Penalty Guideline 5.6 Failure to Perform Prescribed Duties: 14-day suspension. (Offense Code/Penalty Guideline 5.6 Failure to Perform Prescribed Duties) Dismissal. (Offense Code/Penalty Guideline 4.2 Drug Use) PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 1.4, 2.6, 3.10 Penalty: Dismissal. (Offense Codes/Penalty Guidelines 1.6 Penal		
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14-day suspension. (Offense Code/Penalty Guideline 5.6 Failure to Perform Prescribed Duties) 14-day suspension. (Offense Code/Penalty Guideline 5.6 Failure to Perform Prescribed Duties) 15) Illegal Drug Use: PENALTY: Dismissal. (Offense Code/Penalty Guideline 4.2 Drug Use) PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 1.4, 2.6, 3.10 Improper Personal Relationship with Source; Lack of Candor Under Oath; Misuse of Government Vehicle/Title 16) Investigative Deficiency - Improper Handling of Gvt Property: PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 1.6	DENIAL TV. CO.	l
14-day suspension. (Offense Code/Penalty Guideline 5.6 Failure to Perform Prescribed Duties) 6) Illegal Drug Use: Dismissal. (Offense Code/Penalty Guideline 4.2 Drug Use) 7) Improper Personal Relationship with Source: Misuse of Bureau Vehicle: Lack of Candor: PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 1.4, 2.6, 3.10 Improper Personal Relationship with Source; Lack of Candor Under Oath; Misuse of Government Vehicle/Title 1) Investigative Deficiency - Improper Handling of Gvt Property: PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 1.6 The Penalty: 1-day suspension. (Offense Cod	Felonies)	J
Dismissal. (Offense Code/Penalty Guideline 4.2 Drug Use) PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 1.4, 2.6, 3.10 Improper Personal Relationship with Source; Lack of Candor Under Oath; Misuse of Government Vehicle/Title PENALTY: /-day suspension. (Offense Code/Penalty Guideline 1.6 PENALTY: /-day suspension.	5) Failure to Perform Prescribed Duties:	
Dismissal. (Offense Code/Penalty Guideline 4.2 Drug Use) PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 1.4, 2.6, 3.10 Improper Personal Relationship with Source; Lack of Candor Under Oath; Misuse of Government Vehicle/Title PENALTY: Jesmissal. (Offense Codes/Penalty Guidelines 1.4, 2.6, 3.10 Improper Personal Relationship with Source; Lack of Candor Under Oath; Misuse of Government Vehicle/Title PENALTY: Jeday suspension. (Offense Code/Penalty Guideline 1.6 PENALTY: Jeday su		
Dismissal. (Offense Code/Penalty Guideline 4.2 Drug Use) PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 1.4, 2.6, 3.10 Improper Personal Relationship with Source; Lack of Candor Under Oath; Misuse of Government Vehicle/Title PENALTY: /-day suspension. (Offense Code/Penalty Guideline 1.6 Investigative Deficiency - Improper Handling of Property in the Control of the Government) Investigative Deficiency - Improper Handling of Gvt Property: Investigative Deficiency - Improper Handling of Gvt Property:	•	
PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 1.4, 2.6, 3.10 Improper Personal Relationship with Source; Lack of Candor Under Oath; Misuse of Government Vehicle/Title 1) Investigative Deficiency - Improper Handling of Gvt Property: PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 1.6 Investigative Deficiency/Improper Handling of Property in the Control of the Government) Investigative Deficiency - Improper Handling of Gvt Property:		į
PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 1.4, 2.6, 3.10	(Strong Goddy) Charly Guideline 4.2 Drug Use)	
PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 1.4, 2.6, 3.10	7) Improper Personal Relationship with Source: Misuse of Bureau Vehicle: Lack of Candor:	
PENALIY: /-day suspension. (Offense Code/Penalty Guideline 1.6 nvestigative Deficiency - Improper Handling of Property in the Control of the Government) Investigative Deficiency - Improper Handling of Gvt Property:	7	Į
PENALIY: /-day suspension. (Offense Code/Penalty Guideline 1.6 nvestigative Deficiency - Improper Handling of Property in the Control of the Government) Investigative Deficiency - Improper Handling of Gvt Property:	PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 1.4.2.6.3.10	ı
PENALIY: /-day suspension. (Offense Code/Penalty Guideline 1.6 nvestigative Deficiency/Improper Handling of Property in the Control of the Government) Investigative Deficiency - Improper Handling of Gvt Property:	31) Relationship with Source; Lack of Candor Under Oath; Misuse of Government Vehicle/Title	l
PENALIY: /-day suspension. (Offense Code/Penalty Guideline 1.6 nvestigative Deficiency/Improper Handling of Property in the Control of the Government) Investigative Deficiency - Improper Handling of Gvt Property:	8) Investigative Deficiency - Improper Handling of Gyt Property	İ
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) Investigative Deficiency - Improper Handling of Gvt Property:	PENALLY: / day guaranting /or	l
) Investigative Deficiency - Improper Handling of Gvt Property:	Investigative Deficiency/Improper Handling of Property in the Control of the Government)	
	9) Investigative Deficiency - Improper Handling of Gvt Property:	
ode/Penalty Guideline 1.6 Investigative Deficiency/Improper Handling of Property under the Control of		
A COLUMN 1 - COLUMN 1	Code/Penalty Guideline 1.6 Investigative Deficiency/Improper Handling of Property and deaths 2	l
e Government)	the Government)	1

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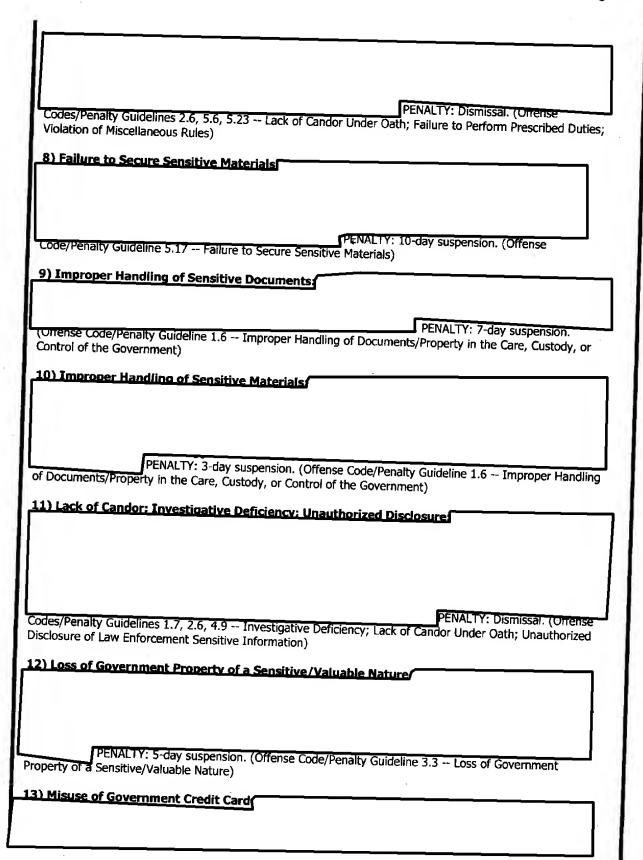
Investigative Deficient	PENALTY: 20-day suspension. (Offense Codes/Penalty Guidelines 1.6, 5.6
Government Computer	
oovermient computer,	χ,
11) Investigative De	ficiency - Misconduct Related to Judicial Proceedings:
	Proceedings;
PENALTY: 45-day suspe	ension. (Offense Code/Penalty Guideline 1.7 Investigative Deficiency/Misconduct
Related to Judicial Proce	edings)
12) Lack of Candor	
TACK OF Candors	
	PENALTY: Dismissal. (Offense
Code/Penalty Guideline 2	2.6 Lack of Candor Under Uatn)
13) Misuse of Bureau	
3.10 Misuse of Govern	ment Vehicle/ URB 31)
4) Misuse of FBI Data	abases: Unauthorized Disclosure:
	\vee 1
Misuse of FRI Databason	PENALTY: 30-day suspension. (Offense Codes/Penalty Guidelines 3.5, 4.9 - s; Unauthorized Disclosure)
Thouse of For Databases	s, Unauthorized Disclosure)
5) Misuse of Gvt Cred	lit Card
	it savan
	8 - Misuso of Course and S. PENALTY: 5-day suspension. (Urrense
ode/Penalty Guideline 3.	8 Misuse of Government Credit Card)
5) Misuse of Gvt Cred	it Card:\
	DENIAL TV. 10 day
8 Misuse of Governme	PENALTY: 10-day suspension. (Offense Code/Penalty Guideline
	out didy
	arches Indoored A 4
) Misuse of Gvt Prope	Try, Indecent Acts:
) Misuse of Gvt Prope	PENALTY: 35-day suspension. (Offense Codes/Penalty Guidelines 3.11,

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	PENALTY: 7-day suspension. (Offense Code/Penalty
Juideline 2.8 Misu	
.9) Misuse of Posi	tion; Engaging in Conduct that Constitutes Misdemeanor:
	PENALTY: 20-day suspension. (Offense
odes/Penalty Guidel	ines 2.8, 4.8 Misuse of Position; Other Misdemeanors)
0) Misuse of Wea	pon/Safety Violation:
Veapon/Safety Violat	PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 5.13: Misuse of
	4011)
:1) Theft: Suideline 4.5 Theft	PENALTY: Dismissal. (Offense Code/Penalt
uldeline 4.5 There	· ·
2) Theft; Lack of	Candor Not Under Oath; Failure to Cooperate in OPR Proceeding:
	PENALTY: Employee
esigned after being p Candor Not Under Oa	proposed for dismissal. (Offense Codes/Penalty Guidelines 2.5, 4.5, 2.10 Lack of http://www.schings.com/schings
andor Not Orider Oa	
3) Unprofessional	Conduct: Misuse of Position: Lack of Candor:
	PENALTY:
ismissal. (Offense Co osition; Unprofession	odes/Penalty Guidelines 2.6, 2.8, 5.21 Lack of Candor Under Oath; Misuse of
4) Voucher Fraud:	
P	ENALTY: Dismissal. (Offense Code/Penalty Guideline 2.2 False Information relating to
scal Matters)	
5) Voucher Fraud:	
	PENALTY: Dismissal. (Offense Code/Penalty Guideline 2.2 False Information
lating to Fiscal Matte	

FBI > Directors Office > Office of Professional Responsibility
Quarterly E-Mails: #10 - July 2008
1) DUI:
PENALTY: 35-day suspension. (Offense Codes/Penalty Guidelines 2.8, 4.4 Misuse of Position; DUI in Privately Owned
Vehicle)
2) DUI:
PENALTY: 45-day suspension. (Offense Code/Penalty Guideline
4.4 DUI in Privately Owned Vehicle)
3) DUI; Insurance Fraud:
PENALTY:
Dismissal. (Offense Codes/Penalty Guidelines 4.4, 4.5 DUI in Privately Owned Vehicle; Fraud)
4) DUI; Misuse of Government Vehicle:
PENALTY: 60-day suspension. (Offense Codes/Penalty Guidelines 3.10, 4.3 Misuse of Government Vehicle; DUI in Government Vehicle)
5) Engaging in Conduct that Constitutes a Misdemeanor: Unprofessional Conduct:
PENALITY: 17-day suspension. (Offense Codes/Penalty Guidelines 4.8, 5.21
Other Misdemeanors; Unprofessional Conduct)
6) Ethics Violations:
PENALTY: Letter of Censure. (Offense Code/Penalty Guideline 2.12 Violation of Ethical
Guidelines)
7) Failure to Perform Duties:
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DENALTY: 7-day cuchancian at months
PENALTY: 7-day suspension. (Oriense Code/Penalty Guideline 5.6 - Prisase or Government Create
cardy -
14) Misuse of Government Credit Card
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PENALTY 3 day supposes 1 to 1
PENALTY: 3-day suspension. (Offense Code/Penalty Guideline 3.8 Misuse of Government Credit Card)
15) Misuse of Position: Misuse of Government Vehicle
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PENALTY 35-day cheapenan transfer
Guidelines 2.8, 3.9, 3.10 Misuse of Position; Misuse of Government Vehicle)
1 1303C of Position, Plisuse of Government Vehicle)
16) Savuel Microsoft 1
16) Sexual Misconduct:
1
DENALTY: 14 day supporting (Office and Inc.)
PENALTY: 14-day suspension. (Offense Codes/Penalty Guidelines 2.5, 5.19 Lack of Candor Not Under Oath; Consensual Sexual Misconduct)
Lie, 5123 Liek of Candor Not Officer Oath; Consensual Sexual Misconduct)
17) Connel M
17) Sexual Misconduct
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Suspension (Offense Codes/Popular, Cuidelines 2.5. 5.40
suspension. (Offense Codes/Penalty Guidelines 2.5, 5.10 Lack of Candor Not Under Oath; Improper Relationship with Subordinate)
Newtonship with Subordinate)
18) T&A Fraud:
1
(Offense Code/Penalty Cuidoline 3.3. Falso I Co.
(Offense Code/Penalty Guideline 2.2 — False Information Relating to Fiscal Matters)
19) T&A Fraud
DENALTY: Dismissed (Officers C. J. C.
PENALTY: Dismissal. (Offense Code/Penalty Guideline 2.2 False Information Relating to Fiscal Matters)
Matters
20) T&A Fraud:
PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.2.2.5. False Lefensetting)
PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.2.2.5. False Lefensetting)
PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.2.2.5. False Lefensetting)
PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.2, 2.5 False Information Relating to Fiscal Matters; Lack of Candor Not Under Oath)
PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.2, 2.5 False Information Relating to Fiscal Matters; Lack of Candor Not Under Oath)
PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.2.2.5. False Lefensetting)

veapons sarety violation	PENALTY: 10-0	day suspension. (Or aduct)	fense Codes/Pe	nalty Guidelines 5.	13, 5.21
		ludety			
22) Unprofessional Co	onduct				
		PENALTY: 7-day	Suspension (C	ffense Code/Pena	
uideline 5.22 Unprofe	essional Conduct)	- CIVACIT 57 - GB	suspension. (C	rrense Code/Pena	ity
3) Unprofessional Co	nduct:				-
					- 1
139	ALTY: 7-day suspens	Sion (Offense Code	/Popular Cuidati		
nauct)	,	on chac cour	remaily Guiden	ne 5.22 Unprore	essional
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Unprofessional Co	nduct:	.zı unproression	al Conduct)	PENALTY: 5-	day
Unprofessional Co	nduct:	.zı unproression	al Conduct)	PENALIY: 54	uay
Unprofessional Co	nduct:				
Denotes Fraud	renalty Guideline 5.	rnov's Office desli			
4) Unprofessional Co	renalty Guideline 5.	rnov's Office desli			

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Ι.	FBI > Directors Office > Office of Professional Responsibility
,	Quarterly E-Mails: #11 - October 2008
_1	. Assault and Battery; Public Intoxication
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((PENALTY: 30-day suspension. PENALTY: 30-day suspension. PENALTY: 30-day suspension.
,	Porollistics and Assembly Control Misdemeanors)
	Dereliction of Supervisory Responsibilities: Falsification of T&A Records:
PE	NALTY: 29-day suspension. (Offense Codes/Penalty Guidelines 2.2, 5.2 False Information Related to
1 13	ical Matters; Dereliction of Supervisory Responsibility)
3_	DUI: Misuse of Position
35	day suspension. (Offense Codes/Penalty Guidelines 2.9. 4.4
	Misuse of Position; DUI)
1	Falsification of Invoices; Insubordination:
Ēν	ALTY: 60-day suspension and demotion from supervisory position. (Offense Codes/Penalty Guidelines 5.11 Felonious Conduct; Insubordination)
٠,	5.11 Felonious Conduct; Insubordination)
. I	nvestigative Deficiency:
ı	
y s	PENALTY: 30- pedings)
CE	sedings) and substitute deficiency Related to Judicial
Lo	ss of Gvt Property:
le/	Penalty Guideline 3.3 Loss of Government Property) PENALTY: 7-day suspension. (Offense
46	even of Gut Credit Card
	Card Card

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PENALTY:	15-day suspe	nsion. (Offense e of Governmen	Codes/Pena	lv Guideline	S 1 / 3 W		
			t Credit Car	d for Other F	Personal Uses)	mment Credit
8. Misuse	of Gvt Credi	it Card:					
ļ		DENALS					
of Governm	ent Credit Ca	rd for Personal L	IY: 3-day sı Jse)	ıspension. (C	offense Code/	Penalty Guideli	ine 3.8 Misuse
9. Misuse	of Gvt Vehic	le/					
		PENALTY	: 14-day sur	nencian (O	<u> </u>		
	ent Vehicle, N					enalty Guidelir	ne 3.9 Misuse
10. Misuse	of Gvt Vehic	cle; Lack of Ca	ndor Not (Jnder Oath			
PENALTY: 60)-day susnensi	On The employ					
PENALTY: 60 Codes/Penal	0-day suspensi Sy Guidelines 2	ion. The employ	ee resigned of Candor I	after being Not Under Oa	proposed for	suspension. (O	rrense
				after being Not Under Oa	proposed for shift, Misuse of	suspension, (O	rrense Vehicle)
1. Misuse	of Gvt Vehic	e; Loss of We	apon:		aut, Misuse of	Government \	Vehicle)
1. Misuse	of Gvt Vehic	e; Loss of We	apon:		aut, Misuse of	Government \	Vehicle)
1. Misuse ay suspensi ehicle)	of Gvt Vehic	odes/Penalty Gu	apon: Jidelines 3.2		aut, Misuse of	Government \	Vehicle)
ay suspension ehicle)	of Gvt Vehicle	e; Loss of Wei	apon Jidelines 3.4	, 3.10 Los	s of Weapon;	Misuse of Gov	PENALTY: 35- vernment
1. Misuse ay suspensi ehicle)	of Gvt Vehicle	e; Loss of Wei	apon Jidelines 3.4	, 3.10 Los	s of Weapon;	Misuse of Gov	PENALTY: 35- vernment
ay suspension chicle) 2. Misuse Offense Code	of Gvt Vehicles on. (Offense Conf. Gvt Vehicles es/Penalty Guid	odes/Penalty Gu	apon Jidelines 3.4	, 3.10 Los	s of Weapon;	Misuse of Gov	PENALTY: 35- vernment
1. Misuse ay suspension chicle) 2. Misuse	of Gvt Vehicle	e; Loss of Wei	apon Jidelines 3.4	, 3.10 Los	s of Weapon;	Misuse of Gov	PENALTY: 35- vernment
ay suspension the control of the con	of Gvt Vehicles on. (Offense Conf. Gvt Vehicles es/Penalty Guid	e; Loss of Wei	apon Jidelines 3.4	, 3.10 Los	s of Weapon;	Misuse of Gov	PENALTY: 35- vernment
ay suspension dehicle) 2. Misuse Offense Code	of Gvt Vehicles on. (Offense Conf. Gvt Vehicles es/Penalty Guid	e; Loss of Wei	apon Jidelines 3.4	, 3.10 Los	s of Weapon;	Misuse of Gov	PENALTY: 35- vernment
ay suspension of the control of the	of Gvt Vehicles/Penalty Guid	e; Loss of Wei odes/Penalty Gu e: Sexual Misc delines 3.10, 5.1	apon: uidelines 3,4 anduct:	of Governme	s of Weapon; PEN, ent Vehicle; S	Misuse of Gov	PENALTY: 35- vernment
ay suspension of the control of the	of Gvt Vehicles/Penalty Guid	e; Loss of Wei	apon: uidelines 3,4 anduct:	of Governme	s of Weapon; PEN, ent Vehicle; S	Misuse of Gov	PENALTY: 35- vernment
ay suspension of the control of the	of Gvt Vehicles/Penalty Guideline 2.7	e; Loss of Wei odes/Penalty Gu e: Sexual Misc delines 3.10, 5.1	apon: uidelines 3,4 anduct:	of Governme	s of Weapon; PEN, ent Vehicle; S	Misuse of Gov	PENALTY: 35- vernment

PENALTY: 5-day suspension. (Offense Code/Penalty Guideline 2.8 Misuse of Position)
15. Misuse of Position: Misuse of Gut Proporting Look of Condensation Condensation
DENIAL TV. Directord
PENALTY: Dismissal. (Onense Codes/Penalty Guidelines 2.6, 2.8, 3.11 Lack of Candor Under Oath; Misuse of Position; Misuse of Government Property)
16. Misuse of Position; Unprofessional Conduct:
PENALTY: 15-day suspension. (Offense Codes/Penalty
Guidelines 2.8, 5.21 Misuse of Position; Unprofessional Conduct)
17. Security Violation:
suspension. (Offense Code/Penalty Guideline 5.18 Security Violation)
18. Security Violation; Falsified Document:
PENALTY: 10-day suspension. (Offense Codes/Penalty Guidelines 2.1, 5.18 False Information in Security Document; Security Violation)
19. T&A Fraud:
Information Relating to Fiscal Matters)
, and the second
20. Violation of Ethical Guidelines:
PENALTY: 15-day
suspension. (Oriense Code/Penalty Guideline 2.12 Violation of Ethical Guidelines)
21. Violation of Miscellaneous Pules

PENALTY: 5-day suspension and reimbursement of the funds the Bureau was unable to recover. (Offense Code/Penalty Guideline 5.23 Violation of Miscellaneous Rules)	
22. Violation of Miscellaneous Rules: Misuse of Database: Lack of Candes Not Under Cott.	b6 b7c
PENALTY: Dismissal. The employee resigned after being proposed for dismissal. (Offense Codes/Penalty Guidelines 2.5, 3.5, 5.23 Lack of Candor Not Under Oath; Misuse of FBI Database; Violation of Miscellaneous Rules)	
For questions or comments, contact DO)(FBI) Last modified on 10/1/200\270 14	

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FBI > Directors Office > Office of Professional Responsibility
Quarterly E-Mails: #12 - January 2009
4
1. DUI:
uay suspension. (Offense Code/Penalty Guideline 4.4 DUI/POV)
2. Failure to Perform Duties:
PENALTY: Dismissal. (Offense Codes/Penalty Guidelines: 5.6, 5.23 Failure to Perform Prescribed Duties; Violation of Miscellaneous Rules)
3. Improper Relationship with Source
PENALTY: 40-day suspension.
Corrense Codes/Penalty Guidelines 1.4, 3.10, 5.19 Improper Personal Relationship w/ Source; Misuse of Government Vehicle; Sexual Misconduct)
4. Insubordination:
The upon unique in the interest of the interes
PENALTY: 14-day suspension. (Offense Codes/Penalty Guidelines 1.4, 5.11 Improper Personal Relationship w/ Source; Insubordination)
5. Insubordination
J. Hisubolumation
PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 5.11 Insubordination)
6. Investigative Dereliction

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PENALTY: 15-day suspension. (Offense Codes/Penalty Guidelines 1.6, 1.8 -- Investigative Deficiency/Improper Handling of Property; Investigative Deficiency/Violation of Operational Guidelines) 7. Misuse of Government Vehicle: PENALTY: 55-day suspension. (Offense Codes/Penalty Guidelines 3.9, 3.10 -- Misuse of Government Vehicle/Unauthorized Passenger; Misuse of Government Vehicle/Unofficial Use) 8. Misuse of Position:/ PENALTY: 3-day suspension. (Offense Code/Penalty Guideline 2.8 -- Misuse of Position) 9. Misuse of Position PENALTY: 30-day suspension. (Offense Code/Penalty Guideline 2.8 -- Misuse of Position) 10. Misuse of Position; DUI; Unprofessional Conduct: suspension. (Offense Codes/Penalty Guidelines 2.8, 4.4, 5.21 -- Misuse of Position; DUI/POV; Unprofessional Conduct) 11. Misuse of Position; Unprofessional Conduct PENALTY: 27-day suspension. (Offense Codes/Penalty Guidelines 2.8, 5.21 -- Misuse of Position; Unprofessional Conduct)

12. Mortgage Fraud:	
(Offense Code/Penalty Guideline 4.5 Fraud)	
13. T&A Fraud:	
resigned prior to receiving final letter. (Offense Code/Penalty Guideline 2.2 False or Misleading Information re Fiscal Matters)	lb 6 lb 7C
14. Unprofessional Conduct:	9370
	•
DENALTY: Letter of Consum (Off	
PENALTY: Letter of Censure. (Offense Code/Penalty Guideline 5.22 Unprofessional Conduct)	
15. Unprofessional Conduct: Security Violations	
PENALTY: 3-day suspension.	
(Oriense Codes/Penalty Guidelines 5.18, 5.22 Security Violation; Unprofessional Local Conduct)	
For questions or comments, contact DO)(FBI) Last modified on 6/29/2009 6:35:46 AM	

FBI > Directors Office > Office of Professional Responsibility
Quarterly E-Mails-13
1. Dereliction of Supervisory Duty
1. Defendion of Substitution
PENALTY: 14-day
suspension. Offense Code 5.2 (Dereliction of Supervisory Responsibility).
2. Dereliction of Supervisory Duty:
PENALTY: 7 day supporting Officer Co. 1 5 a
PENALTY: 7-day suspension. Offense Code 5.2 (Dereliction of Supervisory Responsibility).
3. DUI; Weapons Safety Violation; Lack of Candor Not Under Oath; Misuse of
Position:
PENALTY: 60-day suspension.
Offense Codes 2.5 (Lack of Candor Not Under Oath), 2.8 (Misuse of Position), 4.4 (DUI re Privately Owned Vehicle), 5.8 (Failure to Report) and 5.13 (Weapon Safety Violation).
4. Investigative Deficiency:
<i>[</i>]
PENALTY: 14-day suspension. Offense Code 1.6 (Investigative Deficiency re
Improper Handling of Property in the Custody of the Government).
5. Lack of Candor Not Under Oath:

PENALTY: 20-day
suspension. Offense Codes 2.1 (False/Misleading Information re Employment Documents) and 2.5 (Lack of Candor Not Under Oath).
6. Lack of Candor Not Under Oath; Misuse of Gvt Vehicle; Time & Attendance
PENALTY: 60-day suspension and demotion to G\$-13. Offense Codes 2.2 (False/Misleading
Information re Fiscal Matters), 2.5 (Lack of Candor Not Under Oath), and 3.10 (Misuse of Government Vehicle - Title 31).
7. Lack of Candor Under Oath; Falsification of Documents:
PENALTY: Dismissal. Offense Codes 2.2 (False/Misleading Information re Fiscal
Documents), 2.5 (Lack of Candor Not Under Oath), and 2.6 (Lack of Candor Under Oath).
8. Misdemeanor:
PENALTY: 3-day suspension. Offense Code 4.8 (Misgemeanor).
(noderication).
9. Misuse of Government Credit Cards
PENALTY: Dismissal. Offense Codes 3./ (Misuse of Government Credit Card re Gasoline Expenses) and 3.8 (Misuse of
Government Credit for Personal Use).
10 Misuse of Covernment Conditional
10. Misuse of Government Credit Card:
DENALTY O
PENALTY: 3-day suspension. Offense Code 3.8 (Misuse of Government Credit Card for Personal Use).
11. Misuse of Position:
PENALTY: 3-day suspension. Offense Code 2.8

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12. Misuse of Position; Lack of Candor Not Under Oath:	
PENALTY: 30-day suspension. Offense Codes 2.5 (Lack of Candor Not Under Oath) and	2.8
(Misuse of Position).	
13. Theft:	
PENALTY: Dismissal. Employee resigned under inquiry.	
Offense Codes 2.5 (Lack of Candor Not Under Oath), 2.10 (Failure to Cooperate in OPR Matter), and 4.5 (Theft).	
14. Time & Attendance Fraud:	
PENALTY: Dismiss	ار al.
Offense Codes 2.2 (False/Misleading Information re Fiscal Matters) and 2.3	
(False/Misleading Information re Investigative Activity).	_
15. Unprofessional Conduct; Failure to Report:	Ц
PEIVALTY: 15-day suspension. Offense Codes 5.7 (Failure to Report) ar	 nd
5.22 (Unprofessional Conduct).	
.6. Voucher Fraud:	1
•	7
ENALTY: Dismissal. Offense Code 2.2 (False/Misleading Information re Fiscal Matters).	

FBI > Directors Office > Office of Professional Responsibility
Quarterly E-Mails: #14 - July 2009
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* ************************************
1. Assault; Failure to Report; Unprofessional Conduct; Lack of Candor Under Oath:
Oath), 4.1 (Assault/Batten), 5.9 (Follow & PENALTY: Dismissal. Offense Codes 2.6 (Lack of Candor Under
Oath), 4.1 (Assault/Battery), 5.8 (Failure to Report) and 5.21 (Unprofessional Conduct).
*
2. DUI, Insubordination, Failure to Report, Misuse of Position.
(
PROPOSED PENALTY: Dismissal. Employee retired under inquiry. Offense Codes 2.8 (Misuse of Position), 4.4
(DUI - Privately Owned Vehicle), 5.8 (Failure to Report) and 5.11 (Insubordination).
3. DUI; Unprofessional Conduct; Lack of Candor Not Under Oath; Misuse of Position
The state of the s
PENALTY: 60-day suspension. Offense Codes 2.5 (Lack of Candor Not Under Oath),
2.8 (Misuse of Position), 4.4 (DUI - Privately Owned Vehicle), and 5.21 (Unprofessional Conduct).
4. Failure to Perform Prescribed Duties; Security Violation
PENALTY: 60-day suspension. Offense Codes 5.6 (Failure to Perform Prescribed Duties) and 5.17 (Security Violation).
The state of the s
5. Insubordination; Lack of Candor Not Under Oath
10-day suspension. Offense Codes 2.5 / lack of Condo Not Vision 9.11
10-day suspension. Offense Codes 2.5 (Lack of Candor Not Under Oath) and 5.11 (Insubordination).
6. Insubordination; Lack of Candor Under Oath:
l i
Candor Under Oath) and 5.11 (Insubardination)
Candor Under Oath) and 5.11 (Insubordination).

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7. Lack of Candor Under Oath; False Information in Official Documents:
PENALTY: Dismissal. Offense Codes 2.3 (False Information re Investigative Activity) and 2.6 (Lack of Candor Under Oath).
8. Lack of Candor Under Oath; Investigative Deficiency; Violation of Operational Guidelines:
or Decretional Guidelines:
Deficiency re Judicial Proceedings), 1.8 (Investigative Deficiency re Operational Guidelines), 2.6 (Lack of
Candor Under Oath) and 5.22 (Unprofessional Conduct).
9. Loss of Government Property
Government Property: 14-day suspension. Offense Code 3.3 (Loss of
Government Property).
10. Misuse of Database; Unauthorized Disclosure; Lack of Candor Not Under Oath:
Not Under Oath), 3.5 (Misuse of FBI Databases) and 4.9 (Unauthorized Disclosure - Classified/Law
Enforcement Sensitive).
11. Misuse of Government Property:
PENALTY: E-day guarantian Office Code 2.11 (Mr.)
PENALTY: 5-day suspension. Offense Code 3.11 (Misuse Government Property).
12. Unauthorized Disclosure
PENALTY: 10-day suspension. Offense Code 4.9 (Unauthorized Disclosure of Law
Enforcement Sensitive Information).
13. Violation of Operational Guideline
Oviolation of Operational Guidelines and PENALTY: 3-day suspension. Offense Code 1.5
(Violation of Operational Guidelines re Source).

14. Violation of Operational Guidelines:	
PENALTY: 7-day suspension. Offense Code 1.8 (Investigative Deficiency re Violation of Operational Guidelines). 15. Violation of Operational Guidelines) d 7 d
PENALTY: 10-day suspension. Oriense Code 1,5 (Investigative Deniciency Te violation of	
For questions or comments, contact TSD) (FBI) Last modified on 7/8/2009 8 5 7 7 4	

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	s Office > Office of Professional Responsibility	
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Quarter	ly E-Mails: #15 - October 2009	
	×	<u> </u>
<u>L. Accider</u>	ital Discharge:	
PENALTY:	-day suspension, Offenso Code F 14 (Mi	
Discharge).	B-day suspension. Offense Code 5.14 (Misuse of Weapon - Ad	cidental
	· /	
<u> . DUI: Mi</u>	suse of Government Vehicle; Weapons Safety Violatio	n: [
	_	
odes 3 10	PENALTY:	Dismissal. Offen
afety Viola	UNISOSE OF GOVERNMENT VENICIES A 3 (DITT SECTE 15 /Min	of Weapon -
,	1011).	
<u>Investig</u>	ative Deficiency:	
		
-day suspe	nsion and loss-of-effectiveness transfer Fault.	POSED PENALTY
day suspecision. Office	insign did loss-of-effectiveness transfer. Employee reciers a	POSED PENALTY prior to final
	ense Code 1.6 (Investigative Deficiency).	POSED PENALTY prior to final
	insign did loss-of-effectiveness transfer. Employee reciers a	POSED PENALTY prior to final
011	ense Code 1.6 (Investigative Deficiency).	POSED PENALTY prior to final
	ense Code 1.6 (Investigative Deficiency).	POSED PENALTY prior to final
	ense Code 1.6 (Investigative Deficiency). F Computers:	prior to final
Misuse o	PENALTY: 7-day suspension. Offense God- 3	prior to final
Misuse o	PENALTY: 7-day suspension. Offense Code 3.	prior to final
Misuse o	PENALTY: 7-day suspension. Offense Code 3.	prior to final
Misuse o	PENALTY: 7-day suspension. Offense God- 3	prior to final
Misuse o	PENALTY: 7-day suspension. Offense Code 3.	prior to final
Misuse o	PENALTY: 7-day suspension. Offense Code 3.	prior to final
Misuse o	PENALTY: 7-day suspension. Offense Code 3.	prior to final

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suspension. Offense Code	e 3.8 (Misuse of Government C	PENALTY: 60-day redit Card).
7. Security Violation:		·
•		
Offense Code 5.17 (Securi	ty Violation).	PENALTY: 3-day suspension.
	nprofessional Conduct:	
		
fense Codes 5.18 (Securi	ty Violation) and 5.22 (Unprofe	ENALTY: 10-day suspension.
Sexual Harassment; R	etaliation; Insubordination	ne Conduct).
		ני
NALTY: Dismissal. Offense	Codes 2.6 (Lack of Candor Ur	oder Oath) 5.2 (Devolintion of
107/160h/ Doonassii.iii \	5.11 (Insubordination), 5.16 (F	nder Oath), 5.2 (Dereliction of Retaliation), and 5.20 (Sexual
sconduct).		
conduct).		
sconduct).		
conduct).		Y: Dismissal. Offense Codes 2.6

1 1	
PENALTY: 30-day suspension. Offense Codes 4.8 (Misdemeanor) and 5.21 (Unprofessional Conduct).	
12 Upprofessional Conducts Misses of Databases Misses of	
12. Unprofessional Conduct; Misuse of Databases: Misuse of Computers:	
1 (1)]
1 1	
PENALTY: Dismissal. Offense Codes 3.5	
(Misuse of FBI Databases), 3.6 (Misuse of Government Computers), 5.21 (Unprofessional	
Conduct Off Duty), 5.22 (Unprofessional Conduct On Duty).	
13. Unauthorized Disclosure;	
- State of the Sta	
PENALTY: 1-day	
suspension. Oriense Code 4.9 (Unauthorized Disclosure).	
For questions or comments, contact (DO)(FBI) Last modified on 1/21/2011 5:367C	

FRI > Directors Office > Office Control
FBI > Directors Office > Office of Professional Responsibility
Quarterly E-Mails: #16 - January 2010
1. 1. 2. 2. 2. 2. 2. 2. 2. 2. 2. 2. 2. 2. 2.
1 Assault and Battery:
DENALTY: 7 days are
PENALTY: 7-day suspension. Offense Code 4.1 (Assault and Battery).
2. Failure to Report:
To Landie to Report:
DEMALTY, 5. 4
5.7 (Failure to Report). PENALTY: 5-day suspension. Offense Code
3. Falsification of Employment Documents
1)
i)
DENALTRY, CO. I
PENALTY: 60-day suspension. Offense Codes 2.1 (False Information in Employment
Documents) and 2.4 (False Information re Other Official Matters).
4 Improper Handling of Edit
4. Improper Handling of Evidence:
of censure. Offense Code 1.6 (Investigative Deficiency - Improper Handling of Evidence).
5. Improper Payments to Source:
PENALTY: 3-day suspension. Offense Code 1.2 (Improper Financial Relationship w/
Source).
6.7
6. Improper Relationship with Subordinate:
NEMALYS A F
PENALTY: 15-day suspension. Offense Code 5.10 (Improper Relationship with Subordinate).
Todadoriship Widt Suborumate).
7. Lack of Candor Under Oath

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PENALTY: Dismis	ssal. Offense Codes 2.5 (Lack of Candor Not Under Oath), 2.6 (Lack of eath), and 5.4 (Disruptive Rehavior)
	(consuperve benavior).
8. Lack of Cand	lor Under Oath:
PENALTY: Dismiss	sal. Offense Codes 2.5 (Lack of Candor Not Under Oath); 2.6 (Lack of th), 4.1 (Assault and Battery), and 5.13 (Market Oath); 2.6 (Lack of
Candor Under Oat	th), 4.1 (Assault and Battery), and 5.13 (Weapons Safety Violation).
9. Misuse of Pos	sition:
	PENALTY: letter of censure. Offense Code 2.8 (Misuse of Position).
.O. Misuse of Po	sition:
	_
PENA	ALTY: 5-day suspension. Offense Code 2.8 (Misuse of Position).
L. Misuse of Pos	sition:
	DENIAL TV. 7
Position).	PENALTY: 7-day suspension. Offense Code 2.8 (Misuse
Misuse of Posi	tion
	tion.
	1

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13. Misuse of Position; Engaging in Misdemeanor:
of Position) and 4.8 (Engaging in Misdemeanor).
14. Security Violations
PENALTY: 5-day suspension. Offense Code 5.17 (Security violation).
15. Theft
PENALTY: Dismissal. Offense Code 4.5 (Theft).
16. Time & Attendance (T&A) Fraud
PENALTY: 25-day suspension. Offense Code 2.2
(False Information re Fiscal Matters).
17. T&A Fraud:
PENALTY: 40-day suspension. Offense Code 2.2 (False Information re Fiscal Matters).
18. T&A Fraud:

PENALTY: Dismissal. Offense Code 2.2 (False Information re Fiscal Matters).	
19. T&A Fraud:	
DENALTY, Diaminal Office of the state of the	ة ط قط
PENALTY: Dismissal. Offense Codes 2.2 (False Information re Fiscal Matters), 2.3 (False Information re Investigative Activity), and 5.23 (Violation of Miscellaneous Rules).	b70
20. Violation of Operational Guidelines	
suspension. Offense Code 1.8 (Investigative Deficiency - Violation of Operational Guidelines).	
For questions or comments, contact XO)(FBI) Last modified on 1/4/2010 13/2.7 C M	

FBI > Directors Office > Office of Professional Responsibility QuarterlyE-mails-17 NOT FOR PUBLIC DISSEMINATION OPR's Quarterly All Employee E-Mail – April 2010 Edition Set forth below are examples of cases adjudicated by the Office of Professional Responsibility (OPR) during the last quarter. QPR sends these Quarterly E-Mails to educate employees about the Bureau's standards of conduct and to aid employees in steering clear of ethical pitfalls and other violations. In adjudicating employee misconduct cases, OPR is guided by the FBI's Offense Table and Penalty Guidelines, which can be found on OPR's website. Penalties may vary based on mitigating and aggravating factors unique to an individual case. Prior Quarterly E-Mails are posted on OPR's website. Please feel free to contact our office at 202.220.7800 if you have any questions or concerns. Thank you. Candice M. Will Assistant Director Office of Professional Responsibility 1001 Pennsylvania Avenue, Suite 444 North 202-220-7800 The Office of Inspector General has asked OPR to remind: (1) EMPLOYEES of their obligation to promptly report allegations of misconduct to the FBI's inspection Division (INSD), Internal Investigations Section (IIS), FBIHQ, 935 Pennsylvania Avenue N.W., Room 3041, Washington, DC 20535, or the Department of Justice (DOJ), Office of Inspector General (OIG), 1425 New York Avenue N.W., Suite 7100, Washington, DC 20530. This reporting must be in writing (any format - email, EC, letter, etc.) and needs to include sufficient detail for INSD/IIS or DOJ/OIG to determine whether an investigation should be initiated based on the allegation; and (2) FIELD and HQ DIVISIONS of their obligation to promptly forward allegations of misconduct, including the date on which the Field/HQ Division became aware of the misconduct, to INSD/IIS, FBIHQ, 935 Pennsylvania Avenue N.W., Room 3041, Washington, DC 20535. Examples of Recent Adjudications: Assault and Battery: PENALTY: 25-day suspension. Offense: Assault and Balliery Disruptive Behavior: PENALTY: 5-day suspension. Offense: Disruptive Behavior 5.4 <u>3. DUI:</u> PENALTY: 45-day suspension. Offense: DUI in Privately-Owned vehicle DHI: Misuse of Position:

4.5	Offenses: Misuse of Position 2.8; DUI in Government Vehic
5 Ethics Violation:	
Guidelines 2.12	LTY: 10-day suspension. Offense: Violation of Ethical
. Investigative Deficiency:	
uspension. Offense: Investigative Deficiency re Judicial Pi	PENALTY: 14-day
Investigative Peticionau	1
onense: Investigative Deficiency re Proper Handling of Doc	PENALTY: 14-day suspension.
Investigative Delicionary Lock of Conder Not Hade-C	Doub.
ENALT 1. 22-day suspension. Offenses: Investigative Definder Oath 2.5	iciency re Judicial Proceedings 1.7; Lack of Candor Not
Improper Relationship w/ Criminal Element: Violation	of Source Guidelines
PENALTY: 26-day suspension. Offense	es: Violation of Source Guidelines 1.5; Misuse of FBI
atabase 3.5; Unauthorized Disclosure 4.10; Improper Relat	tionship 5.9
). Misdemeanor: Unprofessional Conduct	
PENALTY: 12-day suspension. Offenses: M.	isdemeanor 4.8; Unprofessional Conduct 5.21
. Misuse of FBI Databases: Failure to Report: Lack of	
. MISUSE OF FOI DAIADASES. FAILURE TO REMORT 1 APP AT	Candor Linder Coth:
signed after being proposed for dismissal. Offenses: Lack	PENALTY: Proposed dismissal. Employee
ilure to Report 5.7	or Candor Under Cath 2.5; Misuse of FBI Databases 3.5;
Misuse of Government Credit Card	
SUR Caru S.o	ALIT: 18-day suspension. Offense: Misuse of Government
Unprofessional Conduct	

FBI > Directors Office > Office of Professional Responsibility Quarterly E-mail #18 NOT FOR PUBLIC DISSEMINATION OPR's Quarterly All Employee E-Mail -- July 2010 Edition Set forth below are examples of cases adjudicated by the Office of Professional Responsibility (OPR) during the last quarter. OPR sends these Quarterly E-Mails to educate employees about the Bureau's standards of conduct and to aid employees in steering clear of ethical pitfalls and other violations. In adjudicating employee misconduct cases, OPR is guided by the FBI's Offense Table and Penalty Guidelines, which can be found on OPR's website. Penalties may vary based on mitigating and aggravating factors unique to an individual case. Prior Quarterly E-Mails are posted on OPR's website. Please feel free to contact our office at 202.220.7800 if you have any questions or concerns. Thank you. Candice M. Will Assistant Director Office of Professional Responsibility 1001 Pennsylvania Avenue, Suite 444 North 202-220-7800 The Office of the inspector General has asked OPR to remind: (1) EMPLOYEES of their obligation to promptly report allegations of misconduct to the FBI's Inspection Division (INSD), Internal Investigations Section (IIS), FBIHQ, 935 Pennsylvania Avenue N.W., Room 3041, Washington, DC 20535, or the Department of Justice (DOJ), Office of the Inspector General (OIG), 1425 New York Avenue N.W., Suite 7100, Washington, DC 20530. This reporting must be in writing (any format - email, EC, letter, etc.) and needs to include sufficient detail for INSD/IIS or DOJ/OIG to determine whether an investigation should be initiated based on the allegation; and (2) FIELD and HQ DIVISIONS of their obligation to promptly forward allegations of misconduct, including the date on which the Field/HQ Division became aware of the misconduct, to INSD/IIS, FBIHQ, 935 Pennsylvania Avenue N.W., Room 3041, Washington, DC 20535. Examples of Recent Adjudications: Assault and Ratton ENALTY: 7-day suspension. OFFENSE: Assault and Battery 4.1. 2. Failure to Honor Obligations: PENALTY: 7-day suspension. OFFENSE: Failure to Honor Obligations 5.5. lea Information: PENALTY: Proposed for dismissal. Employee resigned thereafter. OFFENSES: False Information in Employment's ecurity Documents 2.1; Lack of Candor Under Oath 2.6;

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False Information: Failu	5; Security Violation 5.18	3,
	uro to Doufouro Doco	
investigative Activity 2.3; F	Failure to Perform Prescr	PENALTY: 33-day suspension. OFFENSES: False Informational Duties 5.6.
. Felony:		
T 7		
		PENALTY: Summary dismissal, OFFENSE: Felony 4.7.
Indecent Acts:		
ereamer. OFFENSE: Indec	ent Acts 4.6.	PENALTY: Proposed for dismissal. Employee resigned
Investigative Deficiency		
		PENALTY: Proposed for
smissai. Employee resigne sconduct Related to Judicia	d thereafter. OFFENSE al Proceedings 1.7; Insul	S. Violation of Source Guidelines 1 5: Investigative D. E. L. L. A.
Investigative Deficiency:		
CHISUR OFFENSE Jove	Charles Deficiency 4 6	PENALTY: let
censure. Offense: Inves	agative Deliciency 1.6.	*
Investigative Deficiency:	False Information:	
	PENALLY: Proposi	ed for dismissal. Employee resigned thereafter. OFFENSES:
	alse/Misleading Informa	control distrissal. Employee resigned thereafter. OFFENSES:
estigative Deficiency 1.6; F	<u>-</u>	tton re Official Matters 2.4,
		tion re Official Matters 2.4.
Lost Weapon:	PENALIT: 3-day	suspension. OFFENSE: Loss of Weapon 3.4.
. Lost Weapon:	PENALIT: 3-day	suspension. OFFENSE: Loss of Weapon 3.4.
Misuse of FBI Database:	PENALIT: 3-day	suspension. OFFENSE: Loss of Weapon 3.4.
Misuse of FBI Database:	: Unauthorized Disclos	suspension. OFFENSE: Loss of Weapon 3.4.
Misuse of FBI Database:	: Unauthorized Disclos	suspension. OFFENSE: Loss of Weapon 3.4.
Misuse of FBI Database:	: Unauthorized Disclos	suspension. OFFENSE: Loss of Weapon 3.4. OFFENSES: Misuse of FBI Databases 3.5; Unauthorized
Misuse of FBI Database:	PENALTY: 3-day : Unauthorized Disclos	UFFENSES: Misuse of FBI Databases 3.5; Unauthorized
Misuse of FBI Database: Misuse of Government V FENSES: Misuse of Govern	PENALTY: 3-day : Unauthorized Disclos	UFFENSES: Misuse of FBI Databases 3.5; Unauthorized
Misuse of FBI Database: Misuse of Government V Misuse of Position:	PENALTY: 3-day : Unauthorized Disclos	UFFENSES: Misuse of FBI Databases 3.5; Unauthorized

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4. Misuse of Position		
	_	
Position 2.8.	PENALTY: 14	-day suspension. OFFENSE: Misuse of
5. T&A Fraud; Insubordination:		
	SION. OFFENSES: False Information re	7
	SION. OFFENSES: False Information re	100)(FBI) Last modified on 1/3/2011 11:58:53 AM

FBI > Directors Office > Office of Professional Responsibility QuarterlyE-mails-19 NOT FOR PUBLIC DISSEMINATION OPR's Quarterly All Employee E-Mail -- October 2010 Edition Set forth below are examples of cases adjudicated by the Office of Professional Responsibility (OPR) during the last quarter. OPR sends these Quarterly E-Mails to educate employees about the Bureau's standards of conduct and to aid employees in steering clear of ethical pitfalls and other violations. In adjudicating employee misconduct cases, OPR is guided by the FBI's Offense Table and Penalty Guidelines, which can be found on OPR's website. Penalties may vary based on mitigating and aggravating factors unique to an individual case. Prior Quarterly E-Mails are posted on OPR's website. Please contact our office at 202.220.7800 if you have any questions or concerns. Thank you. Candice M. Will Assistant Director Office of Professional Responsibility 1001 Pennsylvania Avenue, Suite 444 North 202-220-7800 The Office of the Inspector General has asked OPR to remind: (1) EMPLOYEES of their obligation to promptly report allegations of misconduct to the FBI's Inspection Division (INSD), Internal Investigations Section (IIS), FBIHQ, 935 Pennsylvania Avenue N.W., Room 3041, Washington, DC 20535, or the Department of Justice (DOJ), Office of the Inspector General (OIG), 1425 New York Avenue N.W., Suite 7100, Washington, DC 20530. This reporting must be in writing (any format – email, EC, letter, etc.) and needs to include sufficient detail for INSD/IIS or DOJ/OIG to determine whether an investigation should be initiated based on the allegation; and (2) FIELD AND HQ DIVISIONS of their obligation to promptly forward allegations of misconduct, including the date on which the Field/HQ Division became aware of the misconduct, to INSD/IIS, FBIHQ, 935 Pennsylvania Avenue N.W., Room 3041, Washington, DC 20535. Examples of Recent Adjudications: PENALTY: Criminal Conduct: Summary Dismissal. OFFENSE: Felony 4.7. 2. DUI: PENALTY: 45-day suspension. OFFENSE: DUI in Privately Owned Vehicle 4.4. 3. Investigative Deficiency: PENALTY: letter of censure. OFFENSE: Investigative

Deficiency - Improper Handling of Evidence 1.6.
4. Investigative Deficiency: Insubordination
PENALTY: 14-day suspension. OFFENSES: Investigative Deficiency - Violation of Operational Guidelines 1.8; insubordination 5.11.
5. Misuse of Position:
OFFENSE: Misuse of Position 2.8.
6. Misuse of Position; Lack of Candor:
6. Misuse of Position; Lack of Candor:
PENALTY: Dismissal. OFFENSES: Lack of Candor Under Oath 2.6; Lack of Candor Under Oath 2.6; Lack of Candor Not Under Oath 2.5; Misuse of Position 2.8.
7. Security Violations:
PENALTY: oral reprimand. OFFENSES: Security Violation 5.17.
8 Savual Misconduct: Security Violation: Lack of Candor
PENALTY: Dismissal.
OFFENSES: Lack of Candor Under Oath 2.5; Unauthonzed Access of FBI Databases 3.5; Security Violation 5.18; Sexual Misconduct 5.20.
9 Theft: Lack of Candor: Failure to Honor Debts:
PENALTY: Dismissal. OFFENSES: Lack of Candor Under Oath
2.6; Theft 4.5; Failure to Honor Just Debts 5.5.
10. Unauthorized Disclosure:
PENALTY: 1-day suspension. OFFENSE: Unautnonzed Disclosure 4.9.
11. Unprofessional Conduct:
*
PENALTY: 30-day suspension. OFFENSE: Unprofessional Conduct 5.21.
12 Upprofessional Conduct
PENALTY: 1-day suspension. OFFENSE: Unprotessional Conduct 5.21.
13. Unprofessional Conduct:

FENSE: Unprofessional Conduct 5,22.	h a
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ation re Fiscal Matters 2.2; Lack of Candor	
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	ntion re Fiscal Matters 2.2; Lack of Candor

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FBI > Directors Office > Office of Professional Responsibility Quarterly E-mail - 20 NOT FOR PUBLIC DISSEMINATION OPR's Quarterly All Employee E-Mail - January 2011 Edition Set forth below are examples of cases adjudicated by the Office of Professional Responsibility (OPR) during the last quarter. OPR sends these Quarterly E-Mails to educate employees about the Bureau's standards of conduct and to aid employees in steering clear of ethical pitfalls and other violations. In adjudicating employee misconduct cases, OPR is guided by the FBI's Offense Table and Penalty Guidelines, which may be found on OPR's website. Penalties may vary based on mitigating and aggravating factors unique to an individual case. OPR's Quarterly E-Mails do not include cases in which an employee is found to have done nothing wrong; although not discussed in its Quarterly E-Mails, OPR unsubstantiates a significant percentage of allegations made against employees. Prior Quarterly E-Mails are posted on OPR's website. Please contact our office at 202.220.7800 if you have any questions or concerns. Thank you. Candice M. Will Assistant Director Office of Professional Responsibility 1001 Pennsylvania Avenue, Suite 444 North 202-220-7800 **Examples of Recent Adjudications:** 1. DUI; Engaging in Misdemeanor PENALTY: 40-day suspension. OFFENSES: DUI in Privately-Owned Vehicle 4.4; Committing Misdemeanor 4.8. False Information on Official Document: Misuse of Government Cor PENALTY: /-day suspension. OFFENSES: False Information re Official Matters 2.4; Misuse of Government Computer 3.6. 3. Impersonating an Agent; Failure to Report Contact with Law Enforcement:

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PENALTY: 60 dougles and of
Impersonating an Agent 2.9; Failure to Report 5.8.
4. Insubordination
day suspension. OFFENSE: Insubordination 5.11.
5. Insubordination: Unauthorized Disclosure: Misuse of Government Database:
<u></u>
PENALTY: 14-day suspension. OFFENSES: Misuse of Government Databases 3.5; Unauthorized Disclosure 4.10: Insubordination 5.11
3.5; Unauthorized Disclosure 4.10; Insubordination 5.11.
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6. Lack of Candor Under Oath; Failure to Honor Just Debts; Fraud/Theft:
DENIAL DA DOMESTICA DE COMPANIO
PENALTY: Dismissal. OFFENSES: Lack of Candor Under Oath 2.6; Fraud/Theft 4.5; Failure to Honor Just Debts 5.5.
y and to Fronti dust Debts 3.5.
7. Lack of Candor Under Oath; Obstruction of Disciplinary Process:
2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 -
Oath 2.6; Obstruction of OPR Process 2.11.
, such delich of Of ICT 100638 2.11,
Misuse of Government Credit Card:
PENALTY: 15 day average
PENALTY: 15-day suspension. OFFENSE:
BBY
Misuse of Government Database: Failure to Report: Security Violation:
1
PENALTY: 23-day suspension. OFFENSES: Misuse of
- Line 11: 20-day suspension. OFFENSES: Misuse of

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Government Database 3.5; Failure to Report 5.7,	; Security Violation 5.17.
10 Misuse of Government Database; False In	nformation on Official Document:
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DENAL	TV. 20 day are a constant of the constant of t
FBI Databases 3.5; False Information re Official I	TY: 30-day suspension. OFFENSES: Misuse of Matters 2.4.
11. Misuse of Position:	'
	/
	PENALTY: 1-day suspension.
OFFENSE: Misuse of Position 2.8.	, 2.0 (2.11. 1 day suspension.
12. Sexual Harassment:	
	1
V	
position. OFFENSE: Sexual Harassment 5.20.	ay suspension and demotion to non-supervisory
13 Sexual Harassment: Violation of Ethical G	uidelines:
suspension and demotion to non-supervisors, posi-	PENALTY: 45-day
suspension and demotion to non-supervisory positions of Ethical Guidelines 2.12.	tion. OFFENSES: Sexual Harassment 5.20;
14. Time & Attendance Fraud:	
PENALTY: 15-day suspension. OFFENSE: False	Information re Fiscal Matters 2.2.
15. Violation of Miscellaneous Rules:	
John Market Comment of the Comment o	PENALTY: Oral
Reprimand. OFFENSE: Violation of Miscellaneous	
Violation of Miscellaneous Rules; Obstruct	ion of Disciplinary Process

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Rules 5.23, Obstruction of	FINALITY: 30-day suspension. OFF open of the open of t	FENSES: Violation of Miscellaneous
nsconduct to the FBI's ne Department of Justi emember all Field and	inspection Division (INSD), Inte ce (DOJ), Office of the Inspector HQ Divisions are required to pro he date on which the Field/HQ D	mptly forward allegations of
	For questions or comments, contact	DO)(FBI) Last modified on 1/21/2011 5:48:40 PM

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